

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 2005 # 226

Report Warns of Possible Mob Influence in General President's Office

Married to the Mob?



James Hoffa and Edwin Stier, the IBT's former anti-corruption director. Stier accused Hoffa of derailing investigations into organized crime.

TDU has obtained a confidential report issued to James Hoffa warning that Chicago mafia figures might be exerting influence in the General President's office.

The report, written last year by Hoffa's anti-corruption chief Edwin Stier, charges Hoffa with personally derailing investigations into organized crime.

The General President's office ordered a shutdown in February 2004 of all investigations into corruption and organ-

ized crime in Chicago.

Stier called on Hoffa to reverse course and allow investigations into organized crime influence to continue. Instead, Hoffa refused and hired his own investigator to attack Stier.

Until now, the only

Teamsters with access to confidential report on organized crime influence in our union were Hoffa and the General Executive Board.

TDU's special report on pages 6-7 puts this information in your hands.

Teamsters Go Into the Red

Lies and Dues Hikes



The Hoffa administration forced through the largest dues hike in Teamsters history. So how did the IBT go \$8.5 million into the red on their watch?

The IBT recently claimed to have \$148 million in net assets. But the IBT's own reports filed with the Department of Labor show the International's assets have dropped by more than \$10 million under the Hoffa administration, and we have a negative balance sheet.

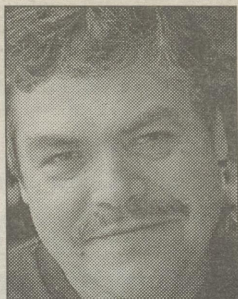
Are Hoffa and Secretary-Treasurer Tom Keegel lying to you or to the Department of Labor?

Full report on page 3.

"We need to wipe out the corruption in our Chicago locals. I know TDU will fight to the end to make sure changes are made. I ask every concerned Teamster to help us get the job done. Join TDU today."

Tony Caldera

Local 743, Frederick Cooper
Chicago



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

City _____ Road _____ Dock _____ Clerical _____ Warehouse _____ Construction _____ Production _____
Other _____

___ \$40 one-year membership & subscription to *Convoy Dispatch*

___ \$95 three-year membership fee

___ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

___ \$25 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Local Officers Say IBT Needs New Leadership

Dues increase. Pension cuts. Organized crime influence. Shrinking membership and financial war chest.

A group of local Teamster officers say our union needs new

leadership and a new direction.

They've formed an exploratory committee to discuss what it will take to defeat Hoffa in next year's election for IBT officers.

Details on page 3.

Letters From Our Members

Call for Debate in 2006 Election

Teamsters need to hear the candidates have a real debate to be able to fairly judge between them in the 2006 general election. Last time, Hoffa refused to debate and sent a pinch hitter. This time the elections administrator should require the debate; if a candidate fails to show, they are simply left out. The tapes should be sent to all members, which would make better participation and more information for voting members.

Tommy Burke
Local 391, UPS
Fayetteville, N.C.

No Profit in Safety

Let's get right down to business about hours of service. The old and new hours of service, with all their loophole interpretations, were specifically designed for the motor carrier's bottom line, not driver and public safety. The reason being, THERE IS NO PROFIT IN SAFETY!

I have been a truck driver for 45 years and have watched this profession of mine grow progressively worse over those years. It seems we have been fighting an uphill battle. We are tired, unhealthy and no one seems to care. There was a short-lived light at the end of our tunnel when we thought the "new" hours of service regulations would change things for the better. Alas, we were wrong! In most cases, it made matters worse.

David P. Gaibis Sr.
New Castle, Pa.

Pick Your Battles, Share the Burden

In finding the best use of our time it is important to ask yourself the following questions: will this issue still matter one year from now? How about one month? One week? One day?

If the reality of getting involved won't change either the short term or long term end results, perhaps your time could be better spent on winnable battles. You can't change attitudes by inac-



The grassroots labor coalition Jobs with Justice organized a rally to protect Social Security in San Francisco March 31. The rally was in front of the headquarters of Charles Schwab, one of the investment companies that stands to profit from the privatization of Social Security. Jobs with Justice is calling for Charles Schwab and other investment groups to withdraw from lobbying for privatization. Two firms, Edward Jones, Waddell & Reed and Financial Services Forum have done so in response to this campaign. For more information see www.jwj.org. Photo by David Bacon.

tion, nor can preaching to those who already support an action plan be productive either. What does it take to win? A true vision of the goal's greater good.

Never carry the burden of battle alone. Delegate authority and expect great things from your supporters. You won't be burned out but you will be energized by those around you when focus meets the flames of battle.

Good people fight bad battles. Never leave anyone in the dark and keep supporters involved in the total process and planning. Winning a battle is like planning for a major league strategy to win a World Series. Study your opponents' strengths and weaknesses. Adjust your plan to cover each and every possible scenario and teach the game plan to all. If you can't visualize the victory, you will never win the war!

Glenn Cisco
Local 313, Supervalu retired
Tacoma, Wash.

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2004 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Dreaming in Dallas

You are trying your damndest to destroy our union, but it won't happen. True Teamsters everywhere see through your B.S. and we will prevail, and TDU will just be a terrible dream that we all will have woken up from.

SUCK IT!!

Joshua Congleton
Local 745, past president
Dallas

TDU International Steering Committee

Co-Chairs:

Joe Fahey, Milwaukee Local 200
Maria Martinez, Pasco, Wash., Local 839
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Jim Jacob, Providence, R.I., Local 251
Bob McNattin, Minneapolis Local 120

Members:

Richard Berg, Chicago Local 743
Dianne Bolton, Seattle Local 174
Gilbert Clark, St. Louis Local 688
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Roy Kruchten, Chicago Local 705
Sandy Pope, New York Local 805

Alternates:

Sam Putinja, Toronto Local 938
Matt Latzo, Baltimore Local 311
Larry Macdonald, Atlanta Local 728

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

After Largest Dues Increase in History...

Why Is the IBT in the Red?

How many times have you seen Hoffa and Secretary-Treasurer Tom Keegel brag that they have put the International Union into the black financially? And that it was "bankrupt" when they took office six years ago?

The truth is that the International Union is millions of dollars in the red. Don't take our word for it. This data comes from the IBT's own audited reports and financial reports filed with the U.S. Department of Labor. These reports are signed by Hoffa and Keegel.

International Union Net Assets Are Below Zero

The IBT's LM-2 financial report revealed net assets of minus \$8.5 million. That's right, the IBT has a negative balance sheet.

So why do Hoffa-Keegel claim in the February 2005 Teamster magazine that the IBT has net assets of \$148 million? Are they lying to the Department of Labor—or are they lying to the rank and file?

Hoffa even brags on page 16 that "we have the largest net assets in the labor movement." When Hoffa claims the "highest net assets" of any union, he must mean highest negative assets! By way of comparison the United Auto Workers has net assets of \$1.128 billion. And the UAW is half the size of the Teamsters.

Two terms of Hoffa-Keegel and our net assets have dropped by more than \$10 million. They have taken us into the red.

In July 2002 we had the largest dues hike in the history of the Teamsters,

enacted by the Hoffa "No Dues Increase" slate. Dues went from 2 hours pay to 2.5 hours pay for Teamster members. The bulk of this new money went to the IBT, not local unions. The International Union's income nearly doubled.

How Could their Big Dues Hike Lead to Deficit?

Ten percent of the IBT budget goes to organizing and fifteen percent to our strike fund. The rest is for the unrestricted use of the leadership. With IBT income up 79%, salaries and appointments have ballooned.

The IBT also has obligations for special officials-only pensions and retirement health plans, that have put the union into debt. According to the IBT's own LM-2 report, the IBT owes unfunded obligations of \$55 million in retiree health benefits for IBT employees and also for IBT officials and appointees.

This is a special health plan, not available to working Teamsters. It provides 100 percent coverage for life, for retirees and their families. No premiums to pay, ever.

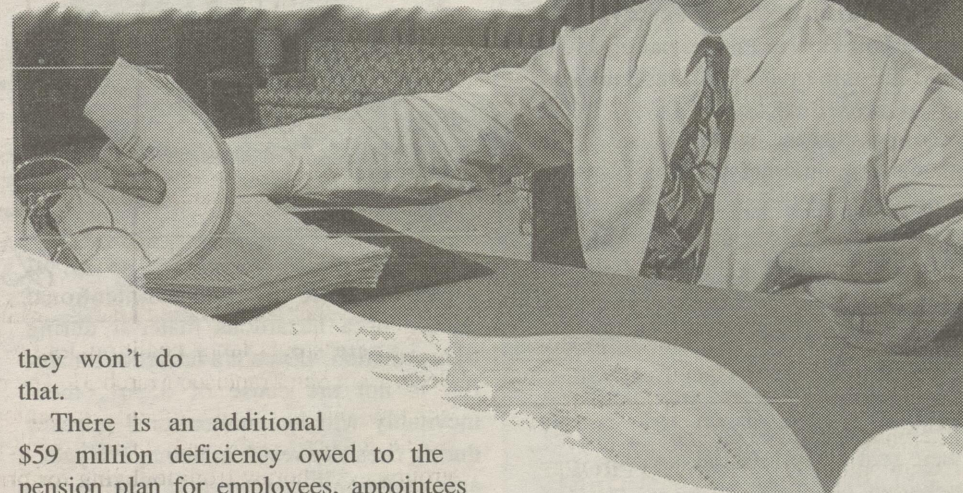
No Cuts for Hoffa Appointees

Does that sound better than your health plan? What happened when health costs went up for your retiree coverage? For Central States Teamsters, retiree coverage for a Teamster and spouse has gone from costing \$50 per month to an average of over \$1000, under Hoffa's leadership.

Central States Union Chair, Fred Gegare, says that is necessary due a "per-

fect storm." But notice that Gegare has free health care for life for his family.

The IBT could lower that obligation, and get our union out of debt, by instituting cost savings and having Gegare and other retired officials pay some co-pays or premiums for their health care. But



they won't do that.

There is an additional \$59 million deficiency owed to the pension plan for employees, appointees and officials of the IBT. Do you think they will cut pension accruals in half for highly paid officials? That would help our balance sheet. Central States cut your pension accrual in half. Will Gegare cut his own?

Old Lies Smell Bad

Once again in the February Teamster magazine they continue to blame the previous leadership of Ron Carey for their own greed and mistakes. Carey left the union in late 1997, nearly eight years ago. At that time, our union had better net assets than it does now, by more than \$10 million. Even after all liabilities were accounted for, our union was in the black.

Isn't it time for Hoffa and Keegel to quit playing the blame game and take responsibility for their own mismanage-

ment?

Hoffa and Keegel recently signed checks for 34 consecutive months to Executive Assistant Carlow Scalf, money that Scalf was embezzling from the IBT. No wonder we are in the red.

The IBT will eventually get out of the red, with that 79 percent increase in income pouring in over \$140 million a year. But the money is not being used to build Teamster power as we were promised.

No Teamster should resent paying dues: our union needs money to take on corporate greed. But we have a right to expect our money to be used to build union power, not pork. And, we deserve the truth—not spin or lies—from the officials who manage hundreds of millions of our dues dollars.

Local Officers Call for Change in IBT Direction

Committee for New Leadership Looks Ahead to 2006

In his two terms as Teamster general president, James Hoffa has delivered a dues hike, pension cuts, a shrinking membership, and the return of allegations of organized crime influence at the highest levels of the union—all while turning a financial surplus into a deficit.

Now Hoffa will have to answer for that record—and the decline of Teamster power on his watch.

A group of local Teamster leaders has formed an exploratory committee to discuss what it will take to defeat Hoffa in next year's election for IBT office. Local officers have launched the Committee for New Leadership to put together the program and leadership team that can rebuild Teamster power.

Teamster members will have a choice in the 2006 balloting—and the opportunity to vote for a new leadership and new direction for our union.

"Right now, we're at the stage of reaching out and building the alliances and campaign infrastructure we'll need,

not just to win this election but to successfully lead this union on a new course," said Jack Reardon, vice president of Local 170 in Massachusetts. "Our job is to build a grassroots army for change."

"Growing numbers of Teamsters are saying that our union is in crisis," said Oregon Local 206 Secretary-Treasurer Tom Leedham. "If we want to save our union, we've got to work together."

The Committee for New Leadership has not announced a candidate. Under the Teamster election rules, the official candidate accreditation process begins this summer with a petition drive.

"We want to hear from Teamsters about your ideas," said Randy Brown, Atlanta Local 728 president. "No one's going to fix it for us. We've got to do this together."

TDU encourages concerned Teamsters to get involved in this campaign to save our union. Contact the Committee for New Leadership at: newleadership2006@gmail.com

I'll Be There!

"I'm excited to know and learn from the smartest and hardest fighting rank and file Teamsters around. With so much corruption here in Chicago, it's great to meet members who are waging the battle to clean up the union and build real power on the job. I'll see you in St. Louis in November."

Joe Sexauer
Local 743, Univ. of Chicago
Chicago



TDU Convention
Nov 4-6 St. Louis

Does UPS Hide Hazardous Accidents?

UPS Teamsters are familiar with the image of managers scurrying to cover logos on UPS trucks to prevent the public and media knowing that a UPS vehicle was involved in an accident.

Could UPS be applying the same secrecy to incidents involving hazardous materials in an effort to skirt federal reporting requirements?

An investigation indicates that UPS in 2004 failed to properly report a number of incidents, including one involving a serious fire:

On June 22, 2004, a mercury spill resulted in the evacuation of 429 workers at the Hunt Valley UPS facility near Baltimore.

On Nov. 9, 2004, numerous UPS workers at the Greenville, S.C. facility were sent to the hospital after an unknown chemical caused severe skin irritation. At the hospital they were put in quarantine. Part of the center was shut down. The substance was later determined to be a commercial dye.

On Dec. 16, 2004, a fire broke out at the CACH UPS facility near Chicago. Numerous trailers caught fire and over 1,000 employees were evacuated. Some workers were taken to the hospital.

During 2004 UPS did report numerous other incidents. The Department of Transportation, however, does little to determine the accuracy of reporting overall.

Reporting Is Required

Federal regulations under the Hazardous Materials Transportation Act require that carriers give notice by telephone and then by written report of certain hazardous material incidents. Incidents must be reported that involve a fatality or hospitalization, property damage exceeding \$50,000, evacuation of the general public for an hour or more, or the shutdown of a traffic artery for an hour or more.

UPS Hits New Low in Attack on Pregnant Employees Columbus, Ohio, Mom-to-Be Denied Disability Coverage

When Mary Plagman-Markham's doctor put her on a 25-pound weight restriction because of her pregnancy, UPS management informed her that they had no work available for her.

As they have done with many other women in her position, UPS forced her off the job and onto leave under the Family and Medical Leave Act (FMLA).

Anticipating the end of her FMLA leave Plagman-Markham planned to go

onto disability leave, but now UPS is challenging her ability to get even that limited protection.

Doctor's Orders

Plagman-Markham's doctor put her on restricted work on Dec. 14, 2004 and she filed for disability within 30 days of that date. To prevent her from receiving disability UPS now claims that her disability date was four days earlier, on Dec. 10.



The same regulations require that a carrier submit a detailed written report whenever there is "any unintentional release of a hazardous material during transportation." Even if a hazardous material is not the cause of a fire, there inevitably will be unintentional releases during fires as a result of damage to packages containing dangerous substances.

Legal Action

UPS management's inclination to hide, rather than reveal, the truth about incidents has been the subject of recent legal action.

In early 2004 UPS was found guilty of retaliating against a former manager, George T. Luckie, over his insistence that UPS properly investigate and report a serious fire at the Montgomery, Ala., hub. In 2003 OSHA hit UPS with a \$70,000 fine for having "deliberately and knowingly removed and/or altered equipment, materials or other evidence" at the scene of a worker fatality in Utah.

All of these incidents indicate that members, stewards and local unions should do everything possible to ensure that UPS is complying with the law. The underreporting of hazardous material incidents can be a means by which corporations can shield themselves from scrutiny. Failure to know about and learn from past incidents can result in even more serious accidents taking place in the future.

For more on hazardous material incidents and reporting, see page 5.

UPS & Downs

Members Beat "Big Brother" in Los Angeles

Seems like UPS management might be a little nervous about the upcoming Teamsters election in Los Angeles Local 396. When members in the Cerritos, Cal., facility circulated a flyer criticizing a Local 396 trustee, management started interrogating members, even demanding handwriting samples so they could track down the author!

Members responded by informing management and Local 396 officials that the National Labor Relations Act makes it illegal for bosses to interrogate members about union activity, including flyers that comment on the performance of union officials.

Local 396 refused to take any action to defend members, but management felt the heat and stopped the interrogations. Is it the flyer that has management so nervous or the threat of new local leadership that might actually enforce the contract?

Pilots Step Up Pressure for Contract

UPS management has dragged its feet for over two years in negotiations with the Independent Pilots Association (IPA). In response to the glacial pace at the bargaining table the UPS pilots are stepping up their campaign for a new contract.

In early April the IPA released survey results showing that shippers are very skeptical that an agreement will be reached without a work stoppage of some kind. Then they placed ads in industry publications that ask "UPS...Is the customer always right?"

They have also taken a strike vote, which will be counted on May 12, and they set up a strike command center in Louisville to serve as a communications and coordination hub in the event of a job action.

Bargaining is next scheduled for May 16 in Baltimore. Pension benefits, health coverage and many other issues remain on the table.

What Happens When UPS Controls Benefits?

Profit Sharing for Management Goes the Way of the Thrift Plan

Another UPS benefit has been given the boot. The company has eliminated the profit-sharing plan for management, replacing it with a less expensive performance-based plan. The change was noted in annual and quarterly financial reports.

For years UPS provided a benefit to hourly workers called the Thrift plan that was set up and run by the company. Suddenly in the late 1990's they did away with it all together.

Now UPS wants full control of Teamster pensions. How long before they cut, alter or eliminate those benefits if they are able to get control?

UPS Posts Strong First Quarter Profits

UPS reported a 16.2% gain in profits for the first quarter of 2005 and revenue approached the \$10 billion mark, coming in at \$9.89 billion. Domestic and international package volume increased, despite increasing competition, as did revenue on the Supply Chain Solutions side.

This strong growth continued while UPS weathered purchase and integration costs after acquiring Menlo Worldwide Forwarding. Implementation of the EDD/PAS system involves another significant ongoing cost.

Some market analysts noted that UPS' change from a fixed profit-sharing bonus for management to a performance-based plan unnaturally inflated figures for the first quarter.

Sweethearts Forever?

The trade-off involved in a 1991 sweetheart agreement between officials of Teamsters Local 696 and UPS' Kansas District Management may be coming to light after all these years. This pact imposed a workweek of four ten-hour days on drivers in Salina, Kansas, in violation of the Central Conference UPS Agreement, which still defines the workweek as five eight-hour days. In return, did UPS management promise to keep Local 696 members in the feeder link between Denver and Kansas City?

Now that mileage runs have improved production, railroads have increased cost and decreased service, and eleven-hour drive time allowances have assured the easy completion of this 612-mile meet, there seems to be no rational need for Salina drivers in this Denver-Kansas City corridor. No rationale except: Some sweetheart deals are made forever!

—Michael Savwoir, Local 41, UPS

"They could have been supportive," Plagman-Markham said, "but have been the opposite. It could not be any worse."

When FMLA leave runs out, so do medical benefits. After months off work, COBRA payments for medical coverage are too expensive to pay. And now UPS

even wants to deny Plagman-Markham disability coverage for the months leading up to the August birth of her child.

The time has come for management to make proper accommodations for pregnant workers put on work restriction for medical reasons.

Hazardous Materials: Spills Are Ever Present Danger for Trucking and Rail Workers

Freight, rail and parcel Teamsters handle hazardous materials on a daily basis. When spills or other accidents take place, members can face serious injury or even death.

Each year there are roughly 15,000 haz-mat incidents (the industry reported 14,943 in 2004). In 2004 eight workers were killed and over 200 injured in spills or other releases of hazardous materials. Nearly 11,000 people were evacuated during incidents.

Employers face little if any penalty for failure to properly report haz-mat incidents, so the actual number is certainly much higher. UPS, for example, failed to report a number of incidents in 2004 (see page 4).

Among Teamster trucking employers, Yellow Transportation and UPS reported the most incidents in 2004, 1,100 each. Roadway reported 572; ABF, 234; and Holland, 170.

Rail Teamsters also routinely face haz-mat hazards. In 2004, Norfolk Southern reported 80 incidents; Union Pacific, 230; CSX, 118; and Burlington Northern, 131. Union Pacific had the most injuries as a result of incidents, including four reported

as serious.

Deaths as a result of haz-mat incidents are frequently caused by gasoline or other petroleum products, meaning that Teamster tankhaul drivers face high risks.

All eight deaths in 2004 involved petroleum.

Non-union workplaces tend to be more dangerous. That holds true in terms of hazardous material incidents. FedEx in 2004 reported nearly 6,000 incidents, over five times as many as UPS.

Kinds of Hazards

DOT reporting rules require that carriers specify the kind of material involved in an incident. Seriously dangerous chemicals appear frequently in the 2004 reports.

Benzene, for example, is a known carcinogen, as are carbon tetrachloride and formaldehyde, all of which were involved in spills in 2004.

Some materials can react violently when in contact with other substances. Ammonium nitrate, for example, has caused numerous industrial explosions when it has come in contact with acetic acid, sawdust, or hot water. Still other chemicals can cause severe respiratory

damage and other health problems such as reproductive effects.

What the Law Says

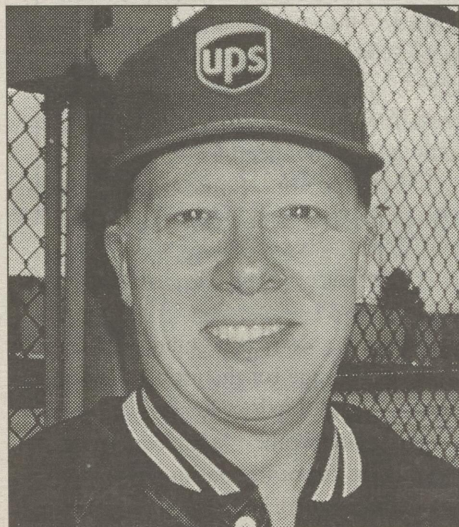
OSHA regulations state that employers must have written emergency response plans. They can either train their own employees to serve as emergency response teams or contract with outside vendors who can respond quickly to spills and other incidents. Local unions have the right to review employer plans and procedures and should do so periodically.

Hazmat Incidents 2004

Yellow	1,100
UPS	1,100
Roadway	572
ABF	234
Holland	170



“I’ll Be There—
we need communications
between different parts
of the country.”



“I’ve been to TDU conventions before and the workshops are always helpful. Especially with the PAS system, we need the communications between different areas of the country. I’ll be in St. Louis this November!”

Kevin Parham
Local 135, UPS
Indianapolis

TDU Convention
Nov 4-6 St. Louis

Resources on Hazardous Materials

NIOSH Pocket Guide to Chemical Hazards: A guide to the properties of 677 different chemicals and substances. Available from the Centers for Disease Control (www.cdc.gov) and from J.J. Keller & Associates, (800) 327-6868, in book form.

Emergency Response Guidebook: Includes information on evacuation and control of spills. Available from J.J. Keller.

New Jersey Health Department Fact Sheets: Detailed Material Safety Data Sheets. Available on line at www.state.nj.us/health (and search for “fact sheets”).

Freight Lines

Milwaukee Wins Subcontracting Grievance at ABF

Liftgate freight will no longer be done by nonunion subcontractors at Milwaukee ABF. Local 200 recently won a grievance ending the practice that had been festering as an issue for a number of years. ABF will have to provide the equipment for Teamsters to do the work. The union used the subcontracting language in the NMFA to press the issue at the panel. We’ve heard of this excuse for subcontracting elsewhere, so Teamsters may want to pursue grievances to protect Teamster jobs.

Philly Local 107 Beats USF Holland at “New” Terminal

Following the closure of Red Star, USF re-opened eight terminals in the East as part of USF Holland. Over the past six months, management at Holland in Philadelphia has been working Teamsters overtime to the point of excess. Grievances were filed under articles 42 “seniority” and 51, Section 3c “local operations.” Local 107 steward Mike Nugent and President Bill Hamilton argued that USF Holland was in no position to dictate a new set of workrules but needed to live under the letter of the contract. The panel ruled in favor of Local 107. This should send a clear message to the other Holland terminals in the East—the company needs to hire more Teamsters and they should be our former Red Star brothers and sisters.

Roadway to Continue Not to Use 34-Hour Restart Rule

Roadway has agreed not to use the “34-hour restart” rule as part of its recent change of operations decision, according to Teamster Freight Director Tyson Johnson. All of the freight carriers agreed last year not to use the 34-hour restart, but if it becomes a permanent part of the hours of service regulations now being prepared, there is concern that they may demand to use it. We need a firm agreement on preventing it.

IBT Winning DHL Organizing Drives

Since Airborne was bought out by DHL, the IBT has made DHL a major focus of organizing efforts. DHL uses independent contractors to move its freight in many areas. The result is half of DHL’s drivers and freight handlers are nonunion. The union has succeeded in signing up over 1,300 drivers, out of some 10,000.

So far DHL has agreed not to drop contractors that go union, and has not fought the drive. We hope they will live up to that pledge as union strength grows, but it may take some Teamster bargaining muscle to make sure that happens. We need those 10,000 workers in the union, and at NMFA standards. Congratulations to all involved in the campaign so far.

Feds, IRB Pursue Investigations Shut Down by Hoffa

While Hoffa prepares to release a report justifying his shutdown of RISE investigations into organized crime, government investigators and the press are pursuing the leads Hoffa claims are a dead end:

- Joint Council 25 President John Coli is under investigation by the FBI based on the leads Hoffa chose not to pursue including allegations of organized crime influence and benefit fund scams in Local 727.

- The Independent Review Board is investigating Local 714, the 10,000-member local long run by the Hogan family. At least ten people have been summoned to testify as part of the investigation.

The Independent Review Board (IRB) has already acted on other investigations shut down by Hoffa. Joseph Bernstein, a Hoffa ally and Joint Council 25 Vice President, has been barred from the Teamsters.

In another breaking story, *The Chicago Sun-Times* has linked former Local 726 president Daniel Stefanski with organized crime figures including "mob bookie Nick 'the Stick' LoCoco" who is suspected of taking bribes from working Teamsters who wanted full-time jobs or overtime opportunities.

Stefanski is also alleged to have offered a \$20,000 reward to anyone who could provide the address of a mob informant that the Chicago Outfit wants dead.

The *Sun-Times* revealed that Hoffa knew of these allegations but chose not to pursue them for "political reasons." Stefanski is a boyhood friend of the Illinois Governor and is now on the state's payroll.

The collapse of Project RISE last year was a public relations nightmare for the Hoffa administration. With headlines screaming, "Mob stigma again haunts Teamsters," Hoffa hand-picked corporate attorney Edward McDonald to issue a report and save his image.

One year later, McDonald will finally issue his long-anticipated whitewash.

Incredibly, McDonald's report barely explores the organized crime allegations, according to the *Sun Times*, which got access to a leaked copy from the Hoffa administration. Instead, McDonald's whitewash focuses on personally attacking Stier.

The IBT may not be interested in Stier's findings. But the feds and the IRB are. TDU will continue to inform members on these breaking stories.



Are Hoffa's Banned Buddies Still Calling the Shots?

Chicago power brokers Dane Passo (center) and Billy Hogan, Jr. (right) were key players in Hoffa's rise to power. Both have been linked to organized crime associates by intelligence sources. And both are reportedly still influential in Teamster politics despite their lifetime bans from the union.

Stier reported that Passo got Hoffa to hire an alleged organized crime figure, Nick Petrecca, as an IBT Organizer by using his influence with International Vice President John Murphy, the IBT's former Organizing Director.

Petrecca has been identified in published and unpublished law enforcement reports as an organized crime associate. Hoffa pulled the plug on this investigation as well. Petrecca remains on the IBT payroll.

The Power Brokers Who Pulled the Plug

When the mob wanted IBT anti-corruption investigations in Chicago shut down, they turned to three Hoffa allies to make it happen, intelligence sources told investigators.

Three Teamsters were identified as "the key figures" behind the shutdown of organized crime investigations in Chicago, including John Coli, the president of the 100,000-member Joint Council 25.

Coli also heads Teamsters Local 727, one of the locals targeted by Stier's investigators for organized crime influence and corruption, including:

- Allegations of kickbacks and other improper payments in the Local 727 benefit fund;

- Allegations that benefit plan vendors and fund employees were tied to organized crime;

- Reports that a business agent has organized crime associations and received improper payments from the local's benefit fund.



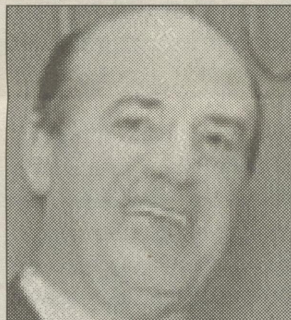
John Coli, Joint Council 25 President, is one of the key figures behind the shutdown of organized crime investigations in Chicago.

Coli's family past is riddled with organized crime associations. His father, James E. Coli, headed the local and was as a member of organized crime outfits, according to law enforcement officials. Coli's brother James L. took over the local, but was barred in connection with an investigation of a business agent who was an organized crime figure.

Hoffa's shutdown put an end to RISE investigations of organized crime influence in Coli's local. He is now reportedly under investigation by the FBI.

The other "key figures" named by sources were Billy Hogan, Jr. Hoffa's one-time running mate, and Carlow Scalf, who at that time served as Hoffa's Executive Assistant and chief of staff.

Scalf was fired last month after TDU urged Judge Loretta Preska to reject Scalf's 60-day suspension as an insufficient penalty for embezzling nearly \$69,000 from the IBT.



Robert Walston, Local 743 President, runs a video poker machine business that allegedly puts him in contact with organized crime figures.

Benefit Scams, Shakedowns, and Wise Guys

Covering for Chicago Corruption

Organized crime is "alive and well" according to a recent

Chicago Crime Commission report. And apparently, it's alive and well in the Chicago Teamsters.

Investigators were following leads of organized crime influence and corruption in one-third of the locals in the joint council when Hoffa pulled the plug on their activities. Three Joint Council 25 officials were implicated in these investigations as well as an International Organizer.

This may only represent the tip of the iceberg.

Investigators found a "consistent pattern of suspected organized crime infiltration and associated corruption."

The largest local under investigation was Local 743, with 11,000 members. Investigators acquired evidence that president Robert Walston has contact with organized crime figures through a video poker machine business that he runs out of his home and the local union hall.

Investigators were also following leads that Local 743 entered into sham contracts with employers with possible ties to organized crime, and that Walston was under the influence of two former principal officers.

Sources reported that banned former Local 743 head Robert Simpson, basically ran the local.

Another ousted local leader, Donald Peters, is also reportedly involved in the local. Peters was named in the original RICO case against the IBT.

In Local 330, RISE investigators say that Hoffa's Executive Assistant maneuvered to block investigations into the principal officer's alleged associations with organized crime figures.

Other Teamster locals under investigations were locals 714, 726, 727, 738 and 786.

Investigations into organized crime influence and corruption in these locals came to an abrupt end when Hoffa shut down RISE investigations in February 2004.

The whitewash Hoffa commissioned reportedly revives only the charges against the Local 786 fund administrator for associating with organized crime.

A TDU Special Report

Married to the Mob?

"My problem is with one man: Jim Hoffa." That's what Ed Stier said when he resigned last year as the head of Project RISE, the internal Teamster anti-corruption program. Now we know why.

TDU has obtained a confidential report that Stier issued to Hoffa. It warned of intelligence reports that Chicago mafia figures were exerting influence in the General President's office to block investigations into their organized crime interests.

The report charges Hoffa with personally derailing investigations into organized crime influence in multiple Chicago locals.

The General President's office ordered a shutdown of all investigations into corruption and organized crime in Chicago in February, 2004.

In the report, Stier called on Hoffa to reverse course and enable RISE to investigate organized crime influence in Chicago locals and in the General President's office itself. Hoffa refused and Stier resigned in April 2004, along with his entire staff of investigators.

At the time of Stier's resignation, speculation centered on the role played by Hoffa's then Executive Assistant Carlow Scalf in blocking investigations into organized crime in the Chicago Teamsters, reportedly at the behest of Chicago mob officials.

But the full text of Stier's 302-page report reveals that Hoffa himself repeatedly derailed investigations into organized crime and protected officials accused of organized crime ties. Included were Teamster power brokers who backed Hoffa in his rise to the General Presidency.

Hoffa Protects Power Brokers

Hoffa balked when Project RISE recommended that the IBT launch a formal investigation of Local 714, the home

Benefit Fund Scams

The Mob and Members' Money

With members facing pension and health care cuts, RISE investigators uncovered multiple benefit funds in Chicago that contract to service providers with apparent connections to organized crime.

RISE investigators discovered that several funds are giving business to the notorious Group Administrators (GA), an outfit run by David Dorfman. Dorfman's father Allen is an organized crime figure who was indicted for bilking the Central States Pension Fund out of millions.

Dorfman and GA were dumped from Local 743 in 1995, when an IBT-appointed trustee caught them soaking the fund with excessive fees. So why are Teamster

Teamsters' crime watchdog quits, hints union is corrupt

Hoffa appoints

no longer made it clear that one

Stier did produce a long-

independent investigation fighter

is considered a setback to the



Hoffa's top aide accused of blocking mob probe

By Richard A. Ryan

as Senior

Washington Correspondent

WASHINGTON — Team-

s President James P. Hoffa's

assistant has been identi-

fied by the union's former

per-

troubled relationship between

Teamsters and the justice

system that has been

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Teamsters bid to self-police union collapses

Teamsters

President

James P.

Hoffa comes

into criticism

for his

handling of an

internal

investigation

in Chicago.

CHICAGO

resistance

from the

Team

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New York Movers Fighting Givebacks

Under the slogan, "we won't pay their debt with our sweat," rank and file Teamsters are mobilizing to defeat massive concessions that commercial moving companies in New York City are demanding.

The employers want givebacks to make up for a multi-million dollar shortfall in the Local 814 pension fund.

For years, the employers have short-changed the pension fund by creating tiers of casuals who received no pension fund contributions. Local 814 officials went along with employers' violations of contract rules that required them to use casuals on a one-to-one basis with employees who received pension contributions. The employers made a bundle by not paying into the pension fund.

The stock market dip after 9/11 was the straw that broke the camel's back. The Local 814 pension fund is now tens of millions of dollars short. By law, the employers have to make up for the shortfall. But instead of paying the piper, they are trying to make members pay for it through a laundry list of givebacks.

The employers are proposing cuts to members pension, annuity and health ben-

efits and concessions on work rules.

As *Convoy* goes to press, bargaining continues, but members aren't waiting. They have launched "Members for a Strong Contract," an independent rank-and-file committee to inform and mobilize members.

"The employers created the pension fund shortfall through their own greed. We won't pay their debt with our sweat!" says a flyer circulated by the movers.

IBT staff told Local 814 members that their own Secretary-Treasurer Francine Furtado had recommended that only seniority list employees receive strike benefits. The majority of Local 814 members who work in the craft are industry employees and casuals.

Members for a Strong Contract are calling on Local 814 to end the blackout on negotiations and to authorize strike benefits for all working members.

They have also called on the local to form a Contract Task Force of members to prepare strike action or other alternatives to pressure the employers.

With employers demanding millions in concessions, the time for Teamster unity and an action plan is now.

Vote Till You Get It Right Defeated Again

Atlanta Reformers Win Rerun by Large Margin

Members have once again rejected the Hoffa administration's local election rerun strategy. On April 23, the Members First Slate overwhelmingly won the rerun forced on the 6,000 members of Georgia Local 728.

Randy Brown, who won the president spot originally in December, beat Jimmy Payne this time by 333 votes. Voter turnout rose significantly for the rerun election, with many members

outraged over the ordering of a second election. Joint Council 75 ordered a rerun after a membership reform movement defeated the incumbents who ran in the December election. Every candidate on the Members First team increased their vote total by over 600 votes from the first election.

Congratulations to Local 728 members for taking a strong stand for democracy.

Rank and File Group Aims to Build Unity on the Rails

Ron Kaminkow, BLET Division 27
Ed Michael, Pres., BLET Division 724
Mike Prince, Legislative Rep BLET Division 724

Jeff Ruha, UTU Local 1614 Delegate
Brad Thompson, Local Chairman BLET Division 442

Jeanette Wallis, BLET Division 518
Chet Whyers, Legislative Rep UTU Local 979

Railroad engineers and trainmen are coming together to form a new organization called Rail Operating Crafts United (ROCU) to promote rank and file solidarity between two unions that have been at odds for decades. We hope to end the self-destructive policies that have arisen from a long history of conflicts.

Railroad engineers and conductors work side by side on trains, fight the same abusive companies, wrangle with the same out-dated labor law, and endure the same struggles with fatigue and unsafe working conditions. Yet the union that represents most conductors, the United Transportation Union (UTU), and the union that represents most engineers, the Brotherhood of Locomotive Engineers and Trainmen (BLET, a division of the Teamsters), all too often fall for the carriers' "divide and conquer" tactics. On many issues such as new technology and crew size, the leaders of the two unions have failed to stick together and have even been willing to undercut each other. Nothing could please the employers more.

Tensions between the UTU and BLET are so strained at this point that there is practically open warfare between them. At any given moment, one union is raiding the other somewhere on the continent, and on their websites you can find articles that dredge up grudges dating from the 1960s.

The truth is, both unions have made mistakes and both unions and their respective memberships have been harmed. As long as the union officers pay more atten-

tion to assigning blame and exacting revenge than they do to building solidarity, the rank and file will suffer from weak contracts.

In fairness, the international unions have tried before to merge, but the effort was voted down by the engineers. However, many rank and file members say that they rejected the merger because there was too much focus on protecting the perks and privileges of the officers and not enough attention paid to the members. Instead of listening to the members' concerns and trying to come up with a better merger agreement, the unions used the failure as a launching pad for more blame and retaliation.

Nastiest Demands Ever

The current situation is that the railroads have made their boldest, nastiest contract demands ever on freight workers and the Bush administration is poised to virtually annihilate Amtrak. If rail workers lose FELA (the legislation that allows injured railroad workers to sue their employers for damages), as the carriers are proposing, will there be any comfort in pointing at another union and saying, "it's their fault because they sold out first?" If the employers get away with one-person crews, will it feel good to say, "at least we made sure the other union is a little bit worse off than we are?" Of course not. Moreover, this inter-union warfare hurts not just the BLET and UTU, but all rail workers who are trying to stand up to employers' demands for givebacks.

If the BLET President Donald Hahs and UTU President Paul Thompson cannot provide the kind of leadership that is needed to stand united, then the rank and file must establish a network to build solidarity from the bottom up. Any BLET or UTU member who would like to be part of this network should email ROCU at rocuto-day@gmail.com.

Grocery Bag

Wish I Had His Contract

CEOs of Teamster grocery and warehouse companies made out quite well last year. Top of the bunch was Lawrence R. Johnston of Albertsons who managed to earn \$13,612,761. If he works 20 hours of overtime per week, that comes out to the tidy sum of \$3,739.77 per hour. See page 10 for more executive excesses.

Kroger Shorts Teamster Pension Fund

The Central States Pension Fund won a favorable ruling in federal court against the Kroger Co. that will result in a judgment of nearly \$13 million to the fund and its participants. On March 30, Judge David Coar of the U.S. District Court for the Northern District of Illinois ruled that new hires at Kroger's Louisville, Little Rock, Houston and Dallas distribution centers, and at the company's Detroit dairy, were not ineligible casual employees and were, in fact, offered permanent jobs by Kroger. As a result, thousands of current and former Teamster employees will be entitled to additional pension credits ranging from over one month to two to three years.

Supervalu to Centralize Produce Distribution

Supervalu, the dominant grocery wholesaler, announced that it has formed a specialty produce distribution company, W. Newell & Co. W. Newell & Co. will be dedicated exclusively to fresh produce. The company's national headquarters will be based at a state-of-the-art regional produce center currently under construction in Champaign, Ill. The \$25 million, 155,000-square-foot warehouse facility will be one of the highest-volume produce distribution centers in the Midwest. It will consolidate the produce volume from other Supervalu regional distribution centers to serve independent retailers in an eight-state area (Illinois, Indiana, Iowa, Kentucky, Michigan, Missouri, Ohio and Wisconsin) that also includes Supervalu major corporate retail markets of Chicago, St. Louis, Cincinnati and Fort Wayne, Ind.

Websites Against Wal-Mart

The Teamsters Union Warehouse Division has launched a web site directed at the employees of the Wal-Mart distribution centers across the United States. Wal-Mart distribution center employees are the engine that has made Wal-Mart one of the most successful businesses in the world. This online resource (www.walmartworkersunite.org) is designed to provide answers for distribution center employees regarding all aspects of their employment. Also, a group calling itself the Center for Community & Corporate Ethics has launched www.walmartwatch.com. Headed by organized labor, environmentalists and academics, the group ran a full-page ad in the April 20 *New York Times* saying Wal-Mart costs taxpayers \$1.5 billion per year to support employees who seek public and federal health, food and housing programs.

Members Win Legal Right to Observe Carhaul Contract Votes

In a victory for rank and file rights, a federal court on April 11 entered a judgment that grants Teamsters the right to observe the ballot count in their contract ratification votes.

Plaintiffs Donna McCuiston, Ava Miller, and Rick Miazga won the right to observe all future ballot counts on their contract, the National Master Automobile Transporters Agreement. The next vote will be in 2008, when the current agreement expires.

This lawsuit was filed in January 2004, after IBT President James Hoffa announced that the carhaul membership had ratified the contract.

This Supplement Was Not Approved

Plaintiffs knew that their own supplemental agreement, covering Michigan carhaul office workers, had been voted down by that group of members, and that the NMATA could not be ratified until a majority of the Michigan office workers ratified their own supplement.

However, Hoffa announced that the office workers did ratify their supplement on a second ballot after they turned it down on an initial vote.

Plaintiffs filed their lawsuit with affidavits from a majority of the Michigan office workers, testifying that they had voted against ratification of their supplement in that second vote.

Court Approves Supervisor for International Election

Rules and Election Process to Be Announced Soon for 2005-2006 Voting

On March 18, Judge Loretta Preska signed a stipulation and order regarding the 2006 IBT election. The agreement was negotiated between the Justice Department (U.S. Attorney) and the IBT leadership, then submitted to the court for approval.

Teamster members will once again be afforded a free and fair election, with a choice of leadership for our union. This is thanks to the long fight that won the right to vote in 1991, and to the effort to maintain and protect that right since then.

The Committee for New Leadership has formed to ensure that there will be a positive alternative to the present Hoffa-Keegel slate in 2006 (see page 3). Candidates will be nominated at the IBT Convention in June 2006 and elected in November-December 2006.

Richard Mark has been approved by the court as the election supervisor for the 2005-2006 delegate and officer elections. Mark was an assistant U.S. attorney involved in the 1988 racketeering case against the IBT. He later worked as counsel to the election officer for the 1998

In preparing for trial, Teamster officials admitted under oath to stunning ballot counting irregularities, calling into question the integrity of every national contract vote. National Teamster contracts cover 300,000 members who work in carhaul, freight, UPS, Continental Airlines and Anheuser Busch.

Extra Ballots, No Check on Eligibility

Under oath, officials admitted that: In the 2003 carhaul vote, the International mailed out 50% more ballots than there were carhaulers covered by the contract.

The IBT did not check voter eligibility or the validity of any of the returned ballots. They counted every ballot that came back without any scrutiny or challenge.

The International's "independent election supervisor" certified the vote count on the Michigan Office Supplement, even though he never counted or even saw any of those ballots. He certified this particular vote without leaving his Detroit home. The ballot count was held in Washington, D.C.

The person tabulating the overall ballot count was Hoffa's 2001 campaign manager, Todd Thompson.

The agency conducting the count was a printing company that was caught giv-

ing an illegal campaign contribution to Hoffa's campaign in 2001.

rerun election. Kenneth Conboy will again be the election appeals master. The election supervisor will have control over hiring of his staff. (In 2001 the IBT leadership tried to override hiring decisions.) A budget will be agreed to by mid-May, and will not be less than the 2001 budget, adjusted for inflation.

Court, Not DOL, to Settle Disputes

Proposed rules will be issued in early May and there will be a 30-day comment period. If there is disagreement between the parties, the judge will settle the matter of the rules.

This is an improvement over 2001, when a dispute over rules went to a Department of Labor arbitrator. The IBT leadership in that case tried and failed to reduce the number of "battle pages" of uncensored campaign material in the Teamster magazine. They also tried to limit the participation of TDU in the election.

TDU is prepared to make positive proposals for the election rules, which are expected to be similar to the 2001 rules.

TDU will provide updated information on all aspects of the election process to help maximize informed participation by members.

ing an illegal campaign contribution to Hoffa's campaign in 2001.

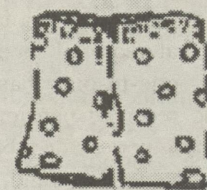
Teamsters Deserve a Fair Vote

We believe Teamsters are entitled to a fair contract vote, one in which all members can have confidence. Victory in this

lawsuit is a step in the right direction. TDU will carry forward the struggle to win a fair contract vote for all Teamsters.

Thanks go to attorney Barbara Harvey, the three Teamsters from Locals 299 and 332 who filed the suit, and the Teamsters who stood up as witnesses.

Labor Shorts



Carlow Scalf's Fun in the Sun

Carlow Scalf, the disgraced executive assistant to James Hoffa, is now living in Florida. His wife, Trish Callahan Scalf, has also left her job in the Teamsters headquarters where she was the assistant parcel division director. Don't feel too bad: Apparently she landed a nice gig working from her Florida home for the IBT Brewery and Soft Drink Conference.

Meanwhile, Carlow is reportedly bad-mouthing Hoffa throughout the Teamster hierarchy. There is no honor among thieves.

Hoffa's Assistant on eBay

Leo Deaner is performing the job of Hoffa's executive assistant vacated by Scalf. We wish him well, and hope he will do it with integrity.

Presumably Deaner's salary (\$111,000 last year) has been greatly increased. It will be interesting to see if he still needs to pursue his side business—selling Teamster goodies on eBay, like out-of-date Teamster Constitutions, Teamster key rings, you name it. Some of the items Deaner sells on-line were recently produced by the International Union for conventions and other events, such as T-shirts and tote bags. Now how do you suppose he gets this stuff?

Four bucks for a Teamster tote from the General President's chief of staff—is that what the late James R. Hoffa meant when he said, "Every man has his price?"

Help Needed in IBT Math Department

Hoffa and Keegel signed a report to the Department of Labor that says our union has only 135,000 members! (Page 2, LM-2 financial report). We hope they simply left off a zero! But even at 1.35 million, our union has lost a lot of members in just one year and more than 50,000 since the Hoffa administration took office. The numbers would be even worse without the recent mergers.

Honesty on Local 986 Website

From the official website of Los Angeles Local 986, this is what you get when you click on "News":

I apologize for the lack of content within this "News" page as well as within the rest of this website. I cannot input content into the website until Local 986 furnishes the content for me. Please check back periodically to see if by some miracle, the Local 986 Executive Board decides that this website really could be a useful tool for its members and staff. Thank you.

Officer Sets Good Example

Boyd Young, executive vice president of the newly formed United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, told the union's first convention that he plans to retire this summer. Young said that his salary level is too high for the position of a vice president and would be unfair to union members.

Fuel Surcharge Moves Forward

On March 10, the U.S. House of Representatives passed H.R. 3, also known simply as "The Highway Bill." With the assistance of some prominent members of Congress, the Owner-Operator Independent Drivers Association was successful in having a mandatory fuel surcharge provision included in that bill. Section 4139 of the bill says that all motor carriers, brokers and freight forwarders running truckload freight must implement fuel surcharges and they must pass 100% of those surcharges through to the person who actually pays for the fuel.

From UPS Management and Anti-Teamster Group:

Misinformation about Teamster Pensions

Last year John McDevitt, UPS senior vice president, testified before the U.S. Congress and lied about our pensions. Management and an anti-Teamster group of UPS employees continue to spread the same material.

In his prepared testimony a year ago, McDevitt stated that if UPS had contributed to a 401(k) instead of a union pension plan, and "assuming a conservative 7.5 percent rate of return the employee would have a nest egg of \$827,000 after 30 years." And this money could be converted to a pension of \$5,833 a month. McDevitt stated this should be "today's reality" but instead a Teamster would only get about \$3,000 a month from a Teamster plan.

Figures Greatly Inflated

UPS management had to know that this was false. His figures assume that the current negotiated pension contribution rate of about \$5 per hour has been in place for 30 years.

But thirty years ago UPS was only contributing about 48 cents per hour to the pension. Twenty years ago it was \$1.37. Ten years ago it was \$2.50. So his figures were greatly inflated. He told Congress that UPS could have provided a \$5,833 monthly pension with the same money, and that was totally false.

The Truth

By using the *actual* amounts UPS paid into the pension fund each year since 1974 for a full timer who worked every

day, calculations demonstrate that this Teamster would get, under management's system, only \$2,394 per month after 30 years! This is less than any Teamster fund provides. (We used management's figure of 7.5% annual rate of return and their conversion formula from lump sum to a monthly pension. TDU can provide the calculations to interested members.)

Moreover, many Teamster pension plans (Washington D.C., Baltimore, Upstate New York, and the Western Region) today provide benefits over \$3,000 per month. Some even pay close to \$5,000 per month with thirty years of service.

We Need to Protect Our Pensions

UPS top management should not testify under oath before a congressional committee and spread misinformation. Even worse, they continue to do it on a daily basis in one-on-ones and pre-work meetings, and they continue to encourage the UPS workers who have formed the anti-Teamster "Association of Parcel Workers of America" to spread the same misinformation.

We need to work together to improve and protect our pensions and replace those union trustees who have abused our trust. We don't need to support union busters or trust our pensions to managers who lie to the U.S. Congress.

Contact TDU for more info on what you can do to help improve our pensions and bring accountability to our pension plans.

Save the Date!
TDU Convention
Nov 4-6 St. Louis

Local 556 Merged into Local 839

In March, the International Union unilaterally merged Local 556 into Local 839 in Pasco, Washington. The merger came after Tyson Foods won a disputed decertification election against Local 556.

The NLRB is investigating numerous unfair labor practice charges including the company's threat to close the plant if workers voted to remain Teamsters.

Local 556 leaders opened merger talks to discuss what steps Local 839 would take to win the fight for union representation at Tyson and to win contract fights at Smith Frozen Foods and Lamb Weston (ConAgra).

Local 556 wanted a membership vote and representation on the Local 839 executive board, steps that would protect members if Local 556 employers tried to deny bargaining rights to the merged

local.

The IBT short-circuited these talks and ordered a merger with no vote or leadership continuity. Smith management has now announced they do not recognize Local 839 as the bargaining agent for the 500 Teamsters employed there.

Readers of Convoy are aware of the role the IBT played in undermining the fight against union-busting at Tyson, where management promoted its decertification campaign by circulating documents written by IBT Vice President Fred Gegare attacking Local 556 leaders.

With the forced merger, the IBT has once again put politics ahead of members' interests.

It's time for the IBT to give politics a rest and back up Teamster members who are fighting for contracts at Smith and Lamb Weston.

CEO Pay 2004

Handsome Rewards at the Top of Teamster Companies

The CEOs of Teamster-represented companies rewarded themselves handsomely in 2004. Some, including the top officers of railroads, take home over \$10 million. Many receive compensation of over \$5 million, including the heads of Sysco Corp. and Supervalu. P.T. Stokes, the CEO of Anheuser-Busch, paid himself \$33 million.

Even UPS, for years comparatively miserly with CEO compensation, is getting up there. Mike Eskew took home over \$3 million in 2004 and now has stock worth over \$18 million. Williams Zollars at Yellow Roadway is reaping benefits from the merger, making over \$6 million.

Compensation was determined by adding the salary, bonus, other compensation, the value of restricted stock awards, long-term incentive payouts, and the value of stock option awards in the fiscal year.

Are these guys worth it?

Executive, Company	Compensation
P T. Stokes, Anheuser-Busch	\$33,222,996
Steven S. Reinemund, PepsiCo (Pepsi and Frito-Lay)	\$20,328,408
Neville E. Isdell, Coca Cola Co.	\$17,501,693
David M. Cote, Honeywell Int'l	\$15,435,066
Alston D. Correll, Georgia-Pacific Group	\$14,302,844
Lawrence R. Johnston, Albertsons	\$13,612,761
George David, United Technologies (George David has another \$155 million in unexercised stock options from previous years.)	\$13,356,928
Dennis H. Reilley, Praxair	\$12,505,128
John H. Tyson, Tyson Foods	\$12,265,280
Douglas H. McCorkindale, Gannett Co.	\$11,666,565
David R. Goode, Norfolk Southern Corp.	\$11,529,414
Douglas R. Conant, Campbell Soup	\$10,956,847
John T. Cahill, Pepsi Bottling Group	\$10,684,142
Matthew K. Rose, Burlington Northern Santa Fe	\$10,616,262
Richard K. Davidson, Union Pacific	\$10,361,870
David P. Steiner, Waste Management	\$6,883,039
William D. Zollars, Yellow Roadway	\$6,854,001
Jeffrey Noddle, Supervalu Inc.	\$5,755,660
Michael J. Ward, CSX Corp.	\$5,715,094
Richard J. Schnieders, Sysco Corp.	\$5,450,559
James R. Elsessen, Interstate Bakeries Corp.	\$5,228,722
John R. Alm, Coca-Cola Enterprises	\$5,132,584
Joseph A. Pichler, Kroger Co.	\$4,130,037
James S. Balloun, Acuity Brands Inc.	\$4,181,703
James D. Sinegal, Costco Co.	\$4,101,372
Richard W. Gochner, United Stationers	\$3,997,866
Klaus Zumwinkel, Deutsche Post World Net (DHL)	\$3,700,438
Louis C. Camilleri, Altria Group: Kraft, Nabisco	\$3,634,411
Richard P. DiStasio, USF Corp.	\$3,454,033
Anthony P. Ridder, Knight-Ridder Inc.	\$3,419,433
Michael L. Eskew, United Parcel Service	\$3,057,000
Thomas H. Van Weelden, Allied Waste Industries	\$2,765,059
Steven A. Burd, Safeway	\$1,000,000

Tactics at Contract Time

Bargaining to Build a Better Union

Contract negotiations can be an opportunity to win better wages and working conditions—and to build union power. As members, how can we make a difference at contract time?

We spoke with members of the Minnesota TDU Chapter who have done just that. Local 320 members Erik Jensen and David Kremer helped beat concessions at the University of Minnesota. Bob McNattin from Local 120 helped unite ready-mix drivers from three different companies to improve industry conditions. Here's how they did it and you can too.

Keep members informed

Sharing the information with members about what's happening at the bargaining table is key to any contract fight, says Jensen, a steward and elected member of the committee. "We got folks on the committee to keep people informed and to help build support in the shop. By putting out newsletters and emails, we keep the membership informed about what happens at the table."

Key issues in Local 320 included improvements in health care and wages, and also a demand for no job out-sourcing. These were issues which surveys of members showed they wanted. Jensen says members insisted that the union "let members know what is going on in negotiations. The employer knows, why shouldn't you? Up to date information is a key part of having an informed and mobilized membership that can get the contract we deserve."

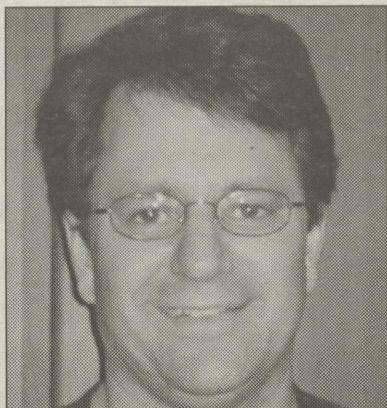
Jensen adds, "last time we pushed successfully to get a strike authorization. We didn't go on strike, but it helped pressure the employer to take some concessionary demands off the table."

Coordinated Bargaining

They won the battle over open negotiations in 320, but not in Local 120.

McNattin said, "we tried to get open negotiations but the officials were worried about losing control. The president said if there was a leak from the negotiating committee and he found out who it was, he would remove them from the committee."

However, the major focus here was on coordinated bargaining between three different companies and two different



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Erik Jensen
Local 320
University of Minnesota
Minneapolis/St. Paul

Teamster locals. The ready-mix companies had been able to play the workforces off one another at contract time. Last year the biggest three contracts came open at the same time. McNattin talked to workers at his company but also went to its competitors and he said, "lots of guys I talked to said, 'finally, someone is talking about leveling the playing field.' They took fliers and said 'I'll be sure to

get these around.' Fifty-five drivers came to that first meeting. They formed a steering committee which met regularly over the next year and came to the proposal discussions fully informed about each others' contracts."

They were then able to push for bringing all contracts up to the best standards. "We worked toward major improvements including parity in labor costs and working conditions and common expiration dates on contracts."

Members Have the Final Say

At the end of the day, the power lies in the members' hands: Teamsters have a right to vote by majority rule in a secret ballot. If it looks like the proposal will be bad, prepare early for a possible "Vote No" campaign. As negotiations move along, keep a list of significant concessions and areas where members' demands are not met. Keep members informed, build a network among various groups or departments.

If you are against the proposal, be ready with a strategy if it is voted down. You need to be ready for inevitable threats like "if you vote 'no,' the company will close." You need to consider what is realistic and be prepared to unite people behind it.

TDU has fought for and won the right to majority rule on contracts, and the right to a fair and informed vote. Make use of those rights.

Time to Understand the Proposal

Early planning is important. In a lot of shops concerned members wait to see



Bob McNattin from Local 120 helped ready-mix drivers organize across employers and union locals.

what the union comes up with, then either like it or grumble. By then it's often too late to organize to get it rejected.

Some union officials will try to rush a vote on a proposal with little notice, and no chance to read the proposal in advance. Would you buy a car or a house in that kind of rush? One of McNattin's regrets from last year is that, "we tried to get more time for the vote, but the first time the proposal was presented was the time we voted on it." For this reason, you want to have copies of the proposal circulated that show all changes, not just the highlights.

"We have raised the members' expectations of the union," points out Erik Jensen in Local 320. "Now even the business agents who don't agree with us have adopted some of our approach."

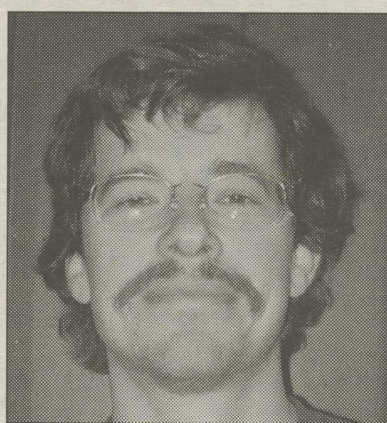
In 120, McNattin is planning for other ready-mix contracts that come up this year. Because of their success last year he says, "I don't think we'll have any trouble getting people to come to a meeting for three to four different locals and three companies. We are aiming to work with all the crafts, not just ready-mix drivers in the Teamsters, but also the mechanics in the Teamster and the Machinists union, the Operating Engineers and the guys in the gravel pits. Last year we made the first step to returning to coordinated bargaining and will use that success with the drivers and others this year to enhance the bargaining strength of all concrete workers."

Stronger Contract, Stronger Union

McNattin puts a lot of work into his local, but also sees how it relates to the whole Teamsters Union. "The biggest problem we face is membership apathy. Members need to be involved in their own affairs rather than passively waiting for their officers to do something for them. This involvement in their local issues leads to interest in building a stronger union."

Mobilization Network

"The bargaining committee is busy, so you need others to help get members involved. It gives members who want to be active an opportunity to participate in the process that affects their wages, livelihoods, health and welfare. We actually formed a separate mobilization committee. If the employer knows we are united in our efforts for a good contract, it makes a huge difference in our power at the table. Even if



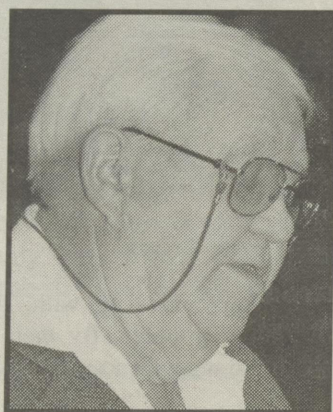
you don't have an established committee, you need a network of active members to help."

David Kremer
Local 320
University of Minnesota
Minneapolis/St. Paul

Other Resources For Bargaining

Do you want to learn more about preparing to win a better contract? Contact TDU, which does workshops and other programs on contract bargaining and mobilization. A couple of books can help. SEIU, the service employees' union, publishes a useful manual called *Bargaining for Power: A Teaching Manual for Staff and Local Union Bargaining Committees*. Also *The Troublemaker's Handbook*, published by the Labor Education and Research Project, has excellent chapters about bargaining.

TDU Leading the Way for 29 Years



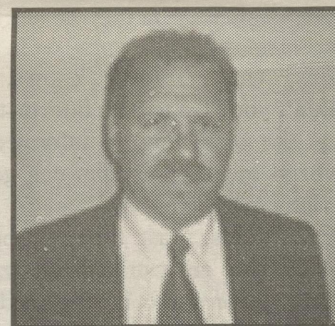
"We started with a basic idea: a democratic union is a strong union."

"TDU was started by a handful of believers whose guiding principle was a corruption-free union run by the democratic process of free elections. After 29 years, our formula has proven to be successful. The record shows that we've won the right to vote and majority rule on contracts. We have always pressed the message that the members are the union. Our victories are the result of thousands of thoughtful Teamsters getting involved, spreading the word and supporting the movement financially. Your best bet for a stronger union is TDU."

Bill Slater
Local 315, retired
TDU member, 28 years

"TDU is about real rank and file power."

"I've been a Teamster for 26 years. I've seen old guard bluster and rank and file power and I know the difference. When UPS tried to take over our pension in 1997, we struck the company and stopped them dead in their tracks. Hoffa pushed through his "Best Contract Ever" without negotiating enough money to protect our benefits. I joined TDU because I believe in building union power by organizing and mobilizing the rank and file. That's the program plain and simple of the new Local 728—and it's the right vision for the IBT."



Randy Brown
Local 728 president
TDU member, 9 years



"We're fighting for our future."

"I know TDU has a long past but I joined because TDU has a vision for the future. Next year, thanks to TDU, every member will have the right to vote for top Teamster officers. TDU is about members shaping the future by working together to vote Hoffa out and elect new leadership that will restore Teamster power. If you want to be part of the solution, join TDU today."

Gil Clark
Local 688 steward
TDU member, 2 years